This list contains helpful guidance for the planning & execution of DIMHRS in your state. Planning for deployment will mitigate risks and ease the transition into DIMHRS while positioning your state for greater deployment success!

STATE DIMHRS DEPLOYMENT CHECKLIST

SUPPORT DATA MIGRATION BY…

☐ **Reconciling SIDPERS pay related data errors**

☐ **Reconciling data discrepancies using monthly error reports provided by RCMS, DSRO, BAH, TAPDB-G, and SIDPERS**

☐ **Providing monthly data extracts for profiling SIDPERS and RPAM**

☐ **Planning for resources to resolve errors detected during load of SIDPERS and RPAM**

☐ **Keeping documentation in iPERMS current**

☐ **Ensuring all ERBs & ORBs are loaded into RCAS.**

REPORTING…

☐ **Determine your state's future reporting needs from DIMHRS.**

PLAN A MULTI-FUNCTIONAL (G1, G6 & G8) REVIEW OF POTENTIAL DIMHRS IMPACTS ON YOUR STATE'S:

☐ **Internal business policies, processes & procedures**

☐ **Organizational structure and staffing.**

IDENTIFY TRAINERS …

☐ **Identify individuals in your state who will have a role in DIMHRS training.**

MODIFY STATE APPLICATIONS BY …

☐ **Coordinating to modify state applications in your own technical environment.**

DECOMMISSIONING …

☐ **Coordinate a plan for the decommissioning of SIDPERS, RPAM & AFCOS applications, and other subsumed/legacy systems.**

FAQS

1. WHAT EFFECT WILL DIMHRS HAVE ON THE SYSTEMS WE CURRENTLY USE?

A: Many ARNG systems will be subsumed, including SIDPERS, RPAM and AFCOS. State systems that depend on these subsumed systems for data must be evaluated and a plan should be in place to determine future reporting needs. For a complete list of subsumed systems, visit the DIMHRS webpage at www.armydimhrs.army.mil.

2. WILL I STILL BE ABLE TO GENERATE MY REPORTS?

A: Yes, DIMHRS will provide you with standard reports and give you the ability to customize reports based your personnel and pay reporting needs.

3. WILL DIMHRS AFFECT STATE STAFFING?

A: Yes. DIMHRS will affect the *structure* of your state's human resource directorate but is not expected to increase or reduce your current force structure. The MILPO Work Study is currently underway—DIMHRS will be incorporated into the final analysis.

4. WHAT IS THE RELATIONSHIP BETWEEN PSDR AND DIMHRS?

A: PSDR decentralizes essential personnel services to the Brigades and Battalions. DIMHRS will be an integral enabler which allows the HR Specialist to perform their jobs under PSDR.

5. HOW WILL DIMHRS BE TESTED AND WHAT IS MY ROLE IN THE TESTING PROCESS?

A: Testing will be conducted beginning August 2007 and extend to January 2008. Initial testing will begin with a limited number of SMEs running scenarios that represent actual transactions. Follow-on testing will expand to include additional people and culminate with Operational Testing (OT) in Oregon and National Guard Bureau. OT will include units from Company/Detachment level through the Joint Forces Headquarters and will represent day-to-day personnel transactions. OT is scheduled to begin April 2008.

6. HOW & WHEN WILL DIMHRS TRAINING BE DELIVERED?

A: DIMHRS Training will be conducted in phases. The first phase is expected to begin in March 2008. Human Resource Specialists at the state level will cover self-service training for all ARNG Soldiers.

NATIONAL GUARD

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